**Assignment 2.1 – Performance Improvement Intervention (PII) Part 2**

**Human Performance Problem:** As stated in Part 1 of this intervention plan, CAMS as a whole did achieve adequate yearly progress (AYP) for the 2010-2011 school-year. The institution however fell considerably behind the state averages in math in the 8th grade. This is the problem that needs to be addressed a.s.a.p. Follow this link for the research, <http://www.education.com/schoolfinder/us/michigan/flint/carman-ainsworth-middle-school/#test-scores>

**Performance Gap (PG):** Since 2008, the Michigan Educational Assessment Program (MEAP) standardized test scores in Math for CAMS have been relatively consistent. The year of 2010 was different though for the average 8th grade scores fell dramatically by 12% percent from 2009. In that year, the scores actually went up by 3%. This large decline has alarmed administrators of a possible performance gap in the transition from 7th to 8th grades. They have requested an inquiry to the 7th and 8th grade teachers to get their opinions of what has caused the drastic change. The 8th grade average scores are currently 6.5% lower than the average state scores.

**Why PG Developed:** According to Mr. Jerry Parker (7th grade) who is the lead liaison between this author and the school, there are two things happening that affect student performance. The first issue he expressed was that the test gets more difficult annually and the system tries to stuff more content in an already tight timeframe. More than this though, he claims there are issues with homework completion for close to half (around 40%) of his 130+ students. He works over many of the answers daily for review and he says he notices many students writing vigorously to get something done to hand in. Not much room for critical thought there. Other than that, it is normal social issues that get in the way either at home or at school. I still have yet to talk with the other Math teachers but certainly will do so after the break.

**Why PG Exists:** The philosophy of the American Primary Educational System is as much to blame as anyone for this performance gap. But in all reality, it is the system that is in place. Educators need to intervene where they can to improve the system in the institution they are employed at. With this in mind, I feel the PG exists because these teachers are entrenched in their ways for delivery and assessment. Mr. Parker has admitted to very limited change in his pedagogy over the years because of MEAP and pressure from his administrators.

**CAMS A.Y.P. History & Background:** Historically**,** 8th grade Math scores at CAMS have made drastic improvements over the last six years when an “everyday Math” philosophy was implemented. But the efficiency of that well has seemed to have run dry. Administrators want to continue with the philosophy but admit something else is needed to aid in student understandings.

**CAMS Mission Statement:**  It is our purpose to educate all students to high levels of academic achievement, as determined by state and national standards, while fostering positive growth in behaviors and attitudes. We commit to a comprehensive system of support to assure this outcome.

**CAMS Vision Statement: “Working Together to Guarantee Learning for Every Student”**

As a school district, we add value and increase community confidence when we demonstrate our professional skill and our commitment results in learning gains for every student, from the highly able learner to the severely challenged learner.

This aspiration becomes even more realistic when all CA staff members take ownership for student learning, and when we are able to engage families and community organizations to support student learning.

We will gather data and report to the community on our success in achieving the following goals:

1. **Academic Achievement -** All students will improve their proficiency in Reading, Writing, and Mathematics.

2. **Value to Community** - The Carman-Ainsworth Community Schools will provide quality service and add significant value to the community we represent.

3. **Organizational Effectiveness** - The Carman-Ainsworth Community Schools will be intentional and systemic in directing all resources toward achieving its vision.

**CAMS Goals:** The Carman-Ainsworth Middle School is committed to aiding the intellectual, emotional, social, and physical development of our students. We recognize that during this transitional time in their lives, our students need a positive learning environment to help them develop appropriate attitudes toward education and the school. We are committed to instilling pride and a sense of self-worth in our students as they pursue excellence in all their achievements.

While we recognize that among our students there is a wide range of experience, maturity, motivation, ability, readiness, and rate of learning, we believe that all students must be exposed to a basic body of knowledge. We also believe that we must provide a variety of activities to fulfill the exploratory needs of our students.

We share with the home the responsibility to help our students become productive, responsible citizens. We want our students to recognize their rights and responsibilities to themselves and others.